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## **RETAINING QUALIFIED EDUCATORS IN CALIFORNIA SCHOOLS**

Educators need competitive salaries with a benefit package, respect, small class size, books and supplies, time for curriculum preparation and grading, school-wide assistance and support, and healthy and motivated students so that they can effectively enrich each student.

### **Competitive Salaries and Benefit Package and Respect**

Teachers enjoy the fulfillment of teaching but at the same time need to survive in the community in which they serve. As educated professionals they need to be compensated equally to what they can receive in other competitive fields. The annualized salary needs to be competitive so these professionals are not lured to other careers that pay more. The public school system needs to have a competitive package with benefits: retirement, medical, and vacations.

### **Small Class Size or Lower Ratio of Teacher to Student**

Due to the importance of education and inclusion in education, it is mandatory that teachers have more time with each student, which means a smaller class size in all classes. Additional adults or professionals in the classroom are helpful to facilitate the inclusive learner. ESL teachers greatly aid in classes so that new ESL students can have a chance at learning and excelling in their first year in the American school system.

### **Books and Supplies**

California schools need to give more importance to education by supplying equipment, supplies, and a budget to teachers. Classrooms can be operated like a business giving more latitude and freedom to the instructor. The instructor knows what he/she needs in the school and classroom in which he/she works in. Every school and classroom is different and will require different equipment to keep students engaged. Teachers need the liberty to teach in the way that they feel a class or student can best learn- they need flexibility and tools.

### **Time to Prepare Lesson Plans and to Grade Student Work**

Educators need to have "prep" time to create exciting new material to enrich students who walk in with different "home baggage" and different learning styles and needs. Teachers should be hired to teach. Other tasks and duties i.e. bus duty, lunch proctoring, and recess monitoring can be given to other employees so that teachers can prepare lesson plans, instruct, and grade.

### **School-wide Assistance and Support**

School's personnel must have a collaborative and positive attitude toward achieving the school objectives and the objectives should be to create educated, enriched, citizens in the community.

### **Healthy Students**

Children who are healthy will be better students. Schools need to offer students a healthy and balanced breakfast, lunch, and snacks. Often these are the only meals students eat.

### **Motivated Students**

Schools and teachers can stimulate and excite students to learn by creating a community center with each school building. The school could be a community hub where the neighborhood congregates to learn, socialize, and find enrichment.

Local school districts own buildings at the heart of every community. The school could become a neighborhood center providing a broad range of recreational and creative programs that reinforce and strengthen educational activities, which can accommodate and strengthen academic, social, and physical needs of all members of the neighborhood. All public school buildings could be open before and after the academic day for: day care, breakfast, music, athletics, study hall, computer work, and library access. The classrooms, the playing fields, the all-purpose rooms could be alive with enrichment and social events.

Each community school throughout California needs to be consistent, fair, and equal. Not all schools have the same; facilities, socioeconomic conditions, parental guidance, community support, or needs. Teachers tend to be drawn to a school where they can: be supplied with materials and learning tools, be appreciated, find support within the school, feel safe, see the school's mission has the student's family and student's individual needs as their focus.